Cognitive Ability Testing in the Workplace: Modern Approaches and Methods

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Message from the Guest Editors

Despite the increasing importance of cognitive abilities in the modern world of work, the ways in which cognitive abilities are conceptualized and measured in workplace applications have changed very little over the past century (Scherbaum et al., 2012). Many other fields have made considerable progress in understanding cognitive ability constructs, their role in the modern world, and how they can be measured (Goldstein et al., 2009; Scherbaum et al., 2015). Additionally, evolutions in technology have created new possibilities for measuring individual differences. However, these innovations have not substantially influenced the conceptualization and measurement of cognitive abilities in the workplace. As a result, an opportunity to better understand, measure, and use cognitive abilities in the workplace is being missed (Ployhart & Holtz, 2008).

The goal of this Special Issue is to feature innovative research applying modern theories of cognitive ability, analytical approaches, and measurement methods to workplace applications, demonstrating the value of adopting modern thinking and approaches for tackling the so-called validity/diversity dilemma.

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